

Finger Lakes Workforce Investment Board  
**GOVERNANCE & MEMBERSHIP COMMITTEE**

Wednesday, April 11, 2018

ATTENDANCE: Chair: Michael Manikowski  
Members: Lina Brennan, Mike Davis  
Excused: Mary Lee Burnell, Peg Churchill  
Staff: Karen Springmeier, Jennifer May

Mr. Manikowski called the meeting to order at 9:00 a.m. The minutes from the December 15, 2017 meeting were approved by all members in attendance.

**Update on self-assessment regarding fulfillment of strategies**

Ms. Springmeier reviewed the results of the Governance and Membership Self-Assessment survey, which was sent to all Board members. Of the thirty-three Board members, twenty-two participated in the survey. Please see the attached survey. Ms. Springmeier noted that no other workforce investment boards are utilizing self-assessments, but they are eager to see the response to the FLWIB's survey. Ms. Brennan suggested that the survey be updated and re-released every two years, to gauge improvement.

**Current membership**

Nine out of ten members with terms expiring June 30, 2018 have agreed to another three year term, with only John McGregor leaving the Board. Carol Kramer is vacating her position on the Board and her replacement will be named by ACCES-VR. Reliant Community Federal Credit Union will appoint a replacement for Deb Hellert. New York State Department of Labor Career Center Manager Julia Murphy has replaced Joseph Hamm as the Title III Wagner Peyser representative. Ms. Springmeier has contacted county officials in Yates County regarding an agribusiness replacement for John McGregor.

**Draft Slate of Officers for July 1, 2018 – June 30, 2019**

Draft PY'18 Slate of Officers: Michael Rusinko, Chair; Rick Plympton, Vice-Chair Private Sector; Mr. Manikowski, Vice-Chair Public Sector; Bob Doeblin, Treasurer. All members in attendance approved the draft Slate of Officers.

**Other Business:**

No other business was noted at this meeting.

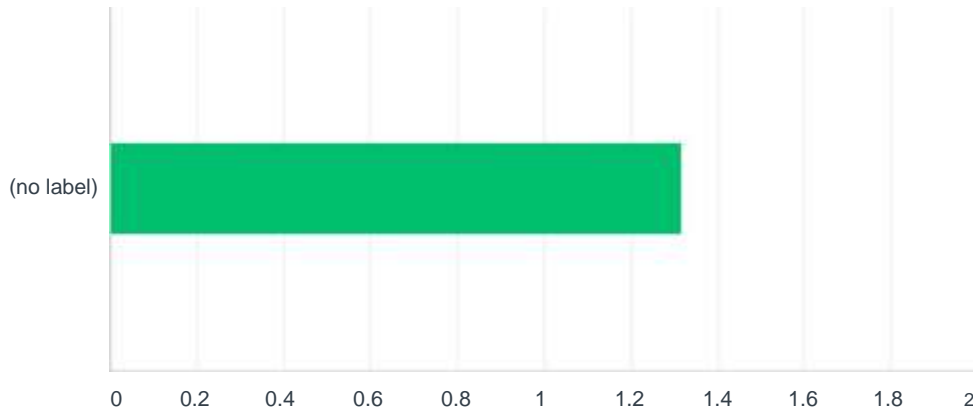
**Next Meeting** – Fall 2018

The meeting was adjourned at 9:30 a.m.

Respectfully submitted,  
Jennifer May,  
Executive Assistant

### Q1 The Board highlights local workforce issues and industries in demand.

Answered: 22 Skipped: 0

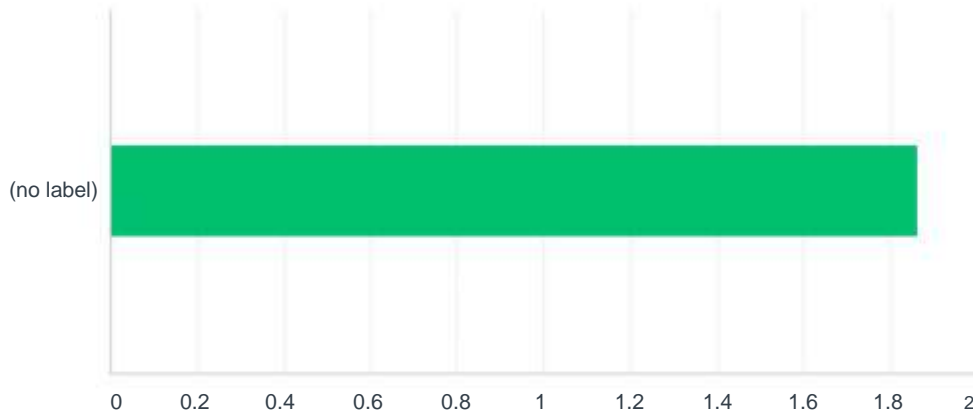


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	68.18%	31.82%	0.00%	0.00%	0.00%	22	1.32
	15	7	0	0	0		

#	COMMENTS	DATE
	There are no responses.	

### Q2 Please rate the Board and staff's work in convening, brokering and leveraging new partnerships and initiatives.

Answered: 22 Skipped: 0



	EXCELLENT	VERY GOOD	GOOD	FAIR	POOR	TOTAL	WEIGHTED AVERAGE
(no label)	27.27%	59.09%	13.64%	0.00%	0.00%	22	1.86
	6	13	3	0	0		

#	COMMENTS	DATE
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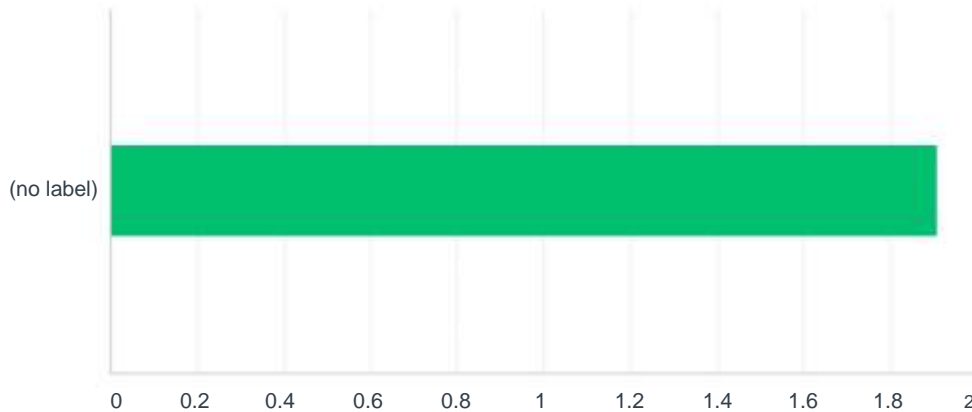
1

It appears to me that staff do more of the convening and brokering. It would be good if the the board members were more active in promoting additional partnerships and awareness of the services available from the Career Centers.

3/28/2018 3:08 PM

### Q3 Please rate your engagement on the Board and with the Finger Lakes Works system.

Answered: 22 Skipped: 0

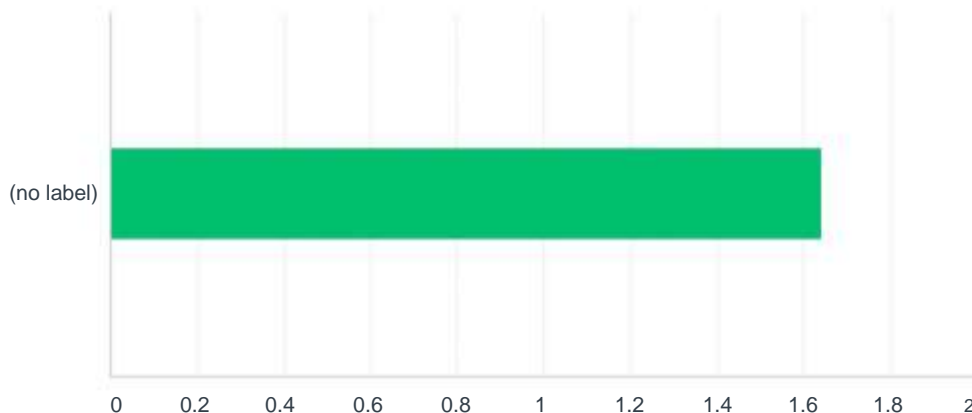


	ACTIVELY ENGAGED	FAIRLY ENGAGED	COULD BE MORE ENGAGED	NOT ENGAGED	NOT SURE	TOTAL	WEIGHTED AVERAGE
(no label)	31.82%	45.45%	22.73%	0.00%	0.00%	22	1.91
	7	10	5	0	0		

#	COMMENTS	DATE
	There are no responses.	

### Q4 The Board is leading efforts to develop and implement career pathways within the region by aligning the employment, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment

Answered: 22 Skipped: 0

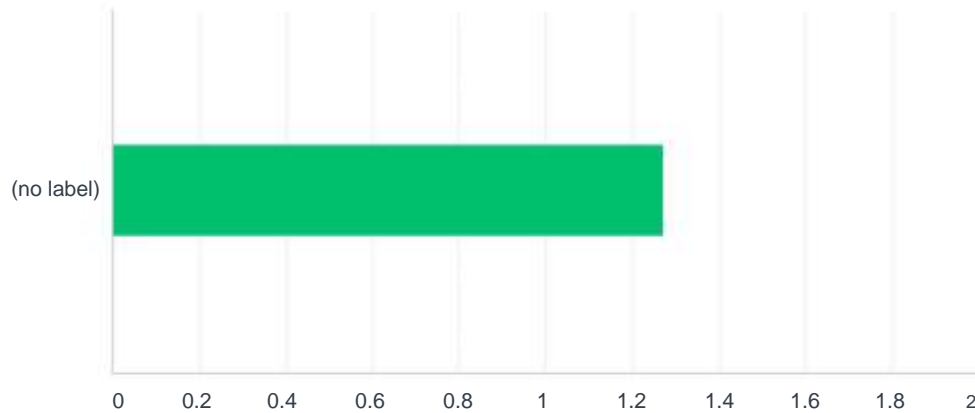


	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	45.45% 10	45.45% 10	9.09% 2	0.00% 0	0.00% 0	22	1.64

#	COMMENTS	DATE
1	I think the board members support this concept, I'm not sure they are "leading" the efforts. For example, how many businesses represented on the board have requested an OJT? How many have identified the career pathways in their own organizations?	3/28/2018 3:08 PM
2	We are getting there!	3/26/2018 6:06 PM
3	Yes, on paper. Not sure how passionately for all four counties	3/26/2018 4:08 PM

### Q5 The Board Chair and staff have established an environment that encourages, supports, empowers and reinforces the contribution of board members and other partners.

Answered: 22 Skipped: 0

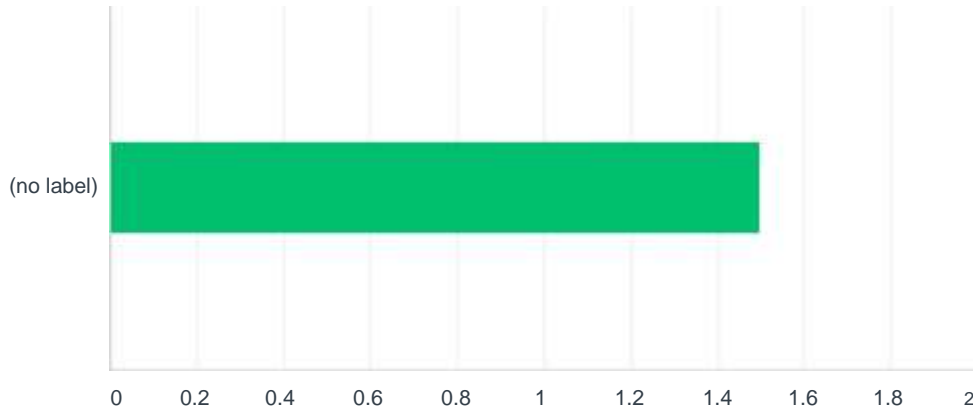


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	77.27% 17	18.18% 4	4.55% 1	0.00% 0	0.00% 0	22	1.27

#	COMMENTS	DATE
1	The opportunities are there. Are the individual board members taking an active role in those activities?	3/28/2018 3:08 PM

### Q6 The Board's committee and staffing structure and its operating procedures are helpful in supporting the work of the board.

Answered: 22 Skipped: 0

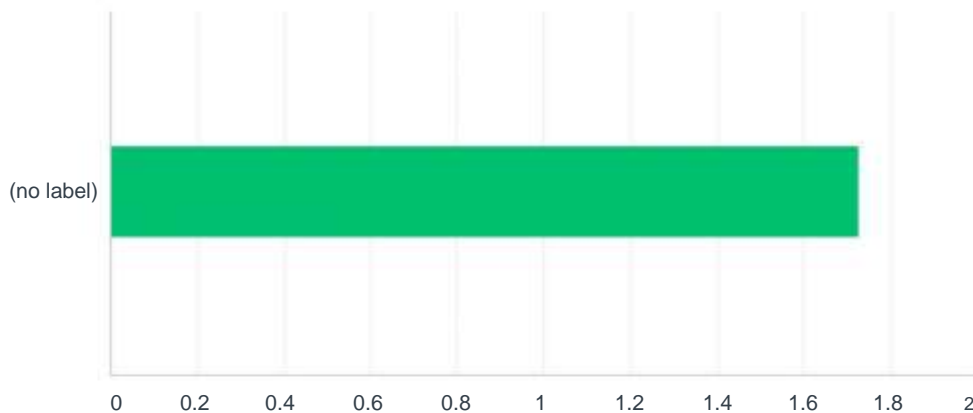


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	54.55%	40.91%	4.55%	0.00%	0.00%	22	1.50
	12	9	1	0	0		

#	COMMENTS	DATE
1	The committees rely so much on the staff to execute the plans. Sometimes it feels like the staff is over extended.	3/26/2018 6:06 PM
2	I'm not sure the committee structure does. Hit and miss for participation and emphasis with with over-focus from some long, long term members on THEIR ideas.	3/26/2018 4:08 PM

### Q7 I am satisfied that the Board examines the long term economic development trends, employment opportunities and population demographics of the region.

Answered: 22 Skipped: 0

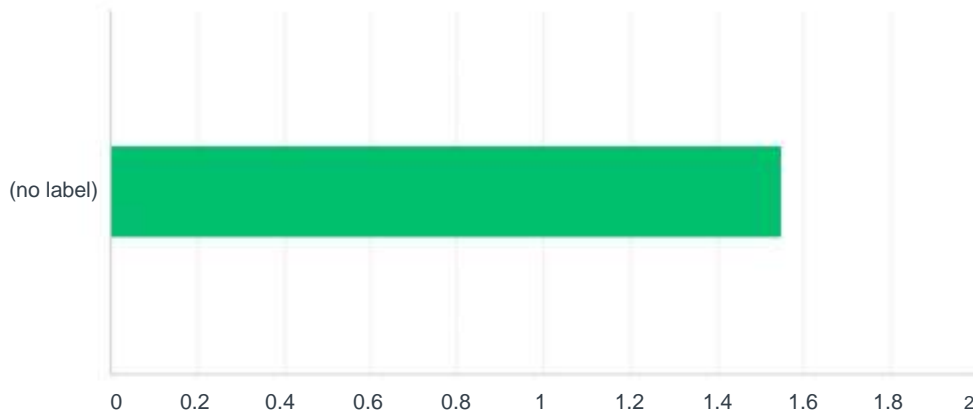


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	40.91%	50.00%	4.55%	4.55%	0.00%	22	1.73
	9	11	1	1	0		

#	COMMENTS	DATE
1	I think they do make use of the information shared from the WIB staff	3/28/2018 3:08 PM

### Q8 The Board is positioned to work with state and/or national leaders regarding the development of a quality workforce system.

Answered: 22 Skipped: 0

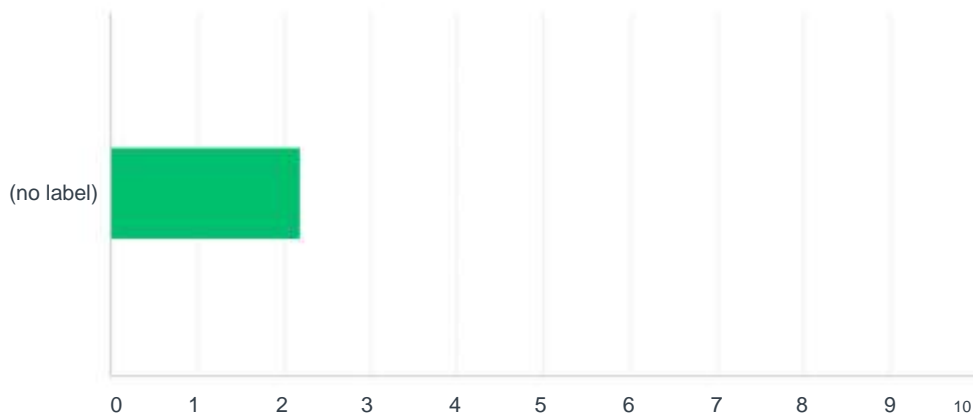


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	45.45%	4.55%	0.00%	0.00%	22	1.55
	11	10	1	0	0		

#	COMMENTS	DATE
1	Yes because of Karen's experience and involvement	4/4/2018 8:54 AM
2	I'm not sure about this - I think some individuals have those connections - not sure of the impact	3/28/2018 3:08 PM

### Q9 The Finger Lakes Career Centers are engaged in high quality customer service and high quality business engagement.

Answered: 21 Skipped: 1



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	52.38%	47.62%	0.00%	0.00%	0.00%	21	2.2
	11	10	0	0	0		

(no label)	14.29%	61.90%	19.05%	0.00%	4.76%	21	2.19
	3	13	4	0	1		

#	COMMENTS	DATE
1	I think they are helpful to the customers who come into the centers. I think the BSR's are increasing their outreach to businesses. Not sure if the staff are able to reach out to individual workers/job seekers to really engage them in services. I think that Career Centers in general remain a well kept secret.	3/28/2018 3:08 PM
2	I have not visited the One-Stop locations recently, but would like to to gauge a better answer to the question	3/26/2018 4:53 PM
3	i've yet to visit	3/26/2018 4:08 PM

**Q10 Please take this opportunity to provide feedback on areas not included in this survey or general comments for continuous improvement.**

Answered: 4 Skipped: 18

#	RESPONSES	DATE
1	Q: in an era of low unemployment, how should the WIB direct its resources to benefit the community?	4/5/2018 11:02 AM
2	My impression is that the FLWIB is more proactive than many WIB's across the state. But there is always room for improvement!	3/28/2018 3:08 PM
3	Silly, but we talk about apple growers, but no apple on the fruit tray..	3/26/2018 4:08 PM
4	Fiscal accountability needs to be addressed better after the report at the Board meeting.	3/26/2018 3:59 PM